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ABSTRACT

In fall 1996, the University and Community College System of Nevada (UCCSN) undertook a study of the workload of full-time instructional faculty employed during the semester. Surveys were sent to 1,479.3 full-time equivalent faculty requesting information on the average amount of time per week devoted to teaching, research, and service activities. Survey findings, based on responses from 99.2% of the faculty, included the following: (1) community college faculty reported spending 77% of their work week on instructional activities, compared to 56% for university faculty; (2) on average, community college faculty taught 4.8 courses, averaged 13.8 credit hours and 15.7 formal contact hours, and taught approximately 96 students per week; (3) on average, university faculty taught 3.4 courses, averaged 9.6 credit hours and 8.5 formal contact hours, and taught approximately 69 students per week; (4) community college faculty spent 9.7% of their time on research and scholarship, compared to 25.4% for university faculty; (5) community college faculty spent 13.5% of their time on service activities, while university faculty spent 18.8%; and (6) 75.6% of community college and 60.1% of university faculty met or exceeded institutional expectations in terms of instructional loads carried. Data tables are appended. (HAA)

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ED 403 963

University and Community College System of Nevada

FACULTY WORKLOAD REPORT
FALL 1996

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UCCSN FACULTY WORKLOAD REPORT

FALL 1996

All full-time instructional faculty throughout the University and Community College System of Nevada (UCCSN) were surveyed during the Fall 1996 semester to determine their total workload. Faculty were asked to report the average amount of time per week devoted to teaching, research/scholarship, and internal and external service activities--the primary activities expected of faculty members throughout the system. In addition, formal teaching workloads for all full-time instructional faculty were verified at each campus and an analysis of faculty reassignments to non-instructional responsibilities was also completed. Findings from the campus surveys and analysis are reported below.

AVERAGE INSTRUCTIONAL LOAD, FALL 1996

- Teaching is the major activity of UCCSN faculty. Community college faculty spend 77% of their work week and university faculty spend 56% of their work week in instructional and instructional-related activities. The instructional activities outside of formal time in the classroom include evaluating student work, academic advising, and course development and classroom preparation.

- On average, a community college faculty member taught 4.8 courses, averaged 13.8 credit hours, 15.7 formal contact hours, and taught approximately 96 students per week during the Fall 1996 semester.

Community Colleges

Instructional Workload:	CCSN	GBC	TMCC	WNCC	AVG.
Avg. # Courses	4.5	5.5	4.3	6.1	4.8
Avg. Credit Hours	12.6	17.6	13.7	16.2	13.8
Avg. Formal Contact Hours	15.3	17.0	15.4	17.0	15.7
Avg. Enrollment	105.0	85.5	86.4	84.7	95.6

- On average, university faculty taught 3.4 courses, averaged 9.6 credit hours, 8.5 formal contact hours, and taught approximately 69 students per week during the Fall 1996 semester.

Universities

Instructional Workload	UNR	UNLV	AVG.
Avg. # Courses	3.4	3.4	3.4
Avg. Credit Hours	9.4	9.7	9.6
Avg. Formal Contact Hours	8.1	8.8	8.5
Avg. Enrollment	69.2	69.3	69.2

INSTRUCTIONAL LOAD--NATIONAL COMPARISON

- The UCCSN instructional workload averages compare well with data reported in national studies of faculty instructional loads in comparable types of institutions.

- National studies report community college faculty spend 69% of their time on instructional activities and average 15.2 hours per week in the classroom in comparison to UCCSN averages of 77% of time on instructional activities and 15.7 hours per week in the classroom.

Community Colleges

	National*	UCCSN
% Time on Instruction	68.8%	77%
Hours/Week Teaching	15.2	15.7

- National studies report university faculty at doctoral institutions spend 47% of their time on instructional activities and averaged 8.5 hours per week in the classroom in comparison to UCCSN averages of 55.7% of time on instructional activities and 8.5 hours per week in the classroom.

Universities

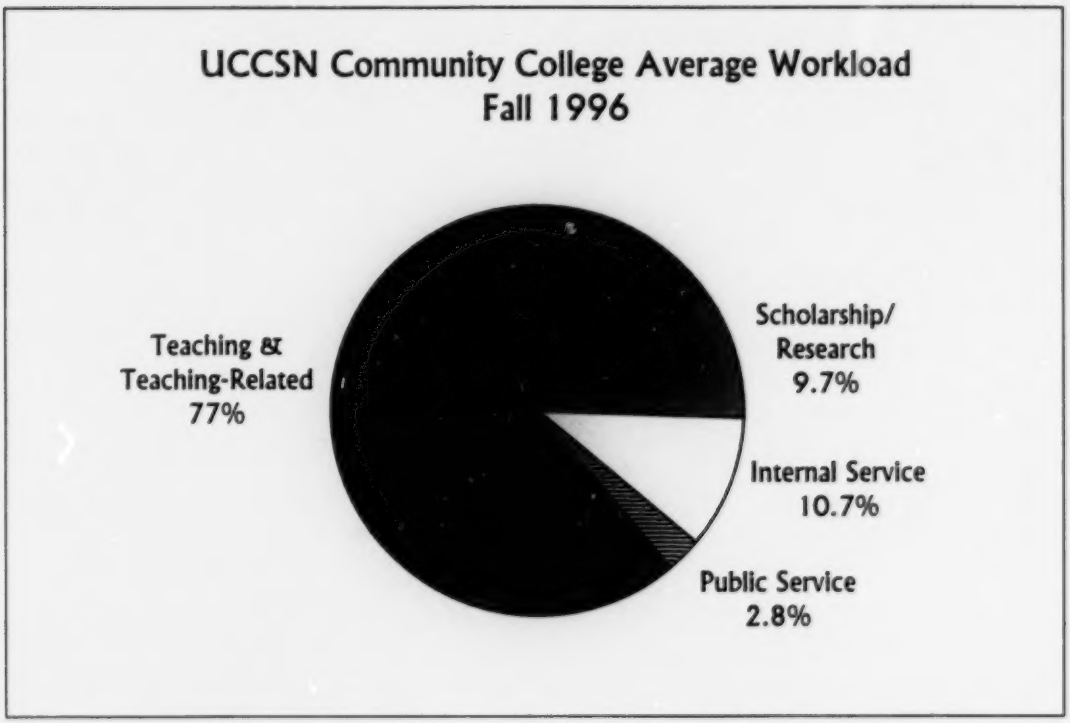
	National Doctoral*	UCCSN
% Time on Instruction	47.0%	55.7%
Hours/Week Teaching	8.5	8.5

**National data reported in the National Survey of Postsecondary Faculty, U.S. Department of Education, 1990 & 1993.*

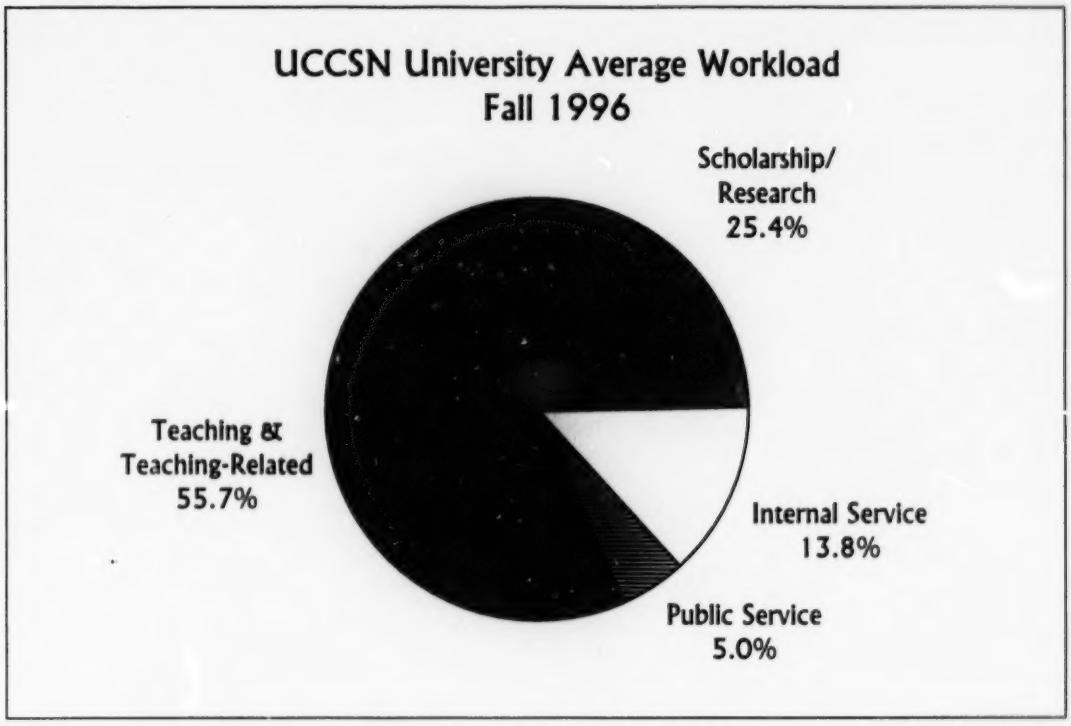
AVERAGE WORKLOAD, FALL 1996

- In addition to instructional activities, faculty throughout the UCCSN are also expected to engage in research/scholarship activities and to provide service to the institution as well as to the public.

- Community college faculty spend about 5.5 hours (9.7%) on scholarship/research activities, about 6 hours (10.7%) on internal service, and 1.6 hours (2.8%) on public service activities per week in addition to about 44 hours (77%) on teaching and teaching-related activities.



- University faculty spend about 14.2 hours (25.4%) on scholarship/research, about 8 hours (13.8%) on internal service, and 2.8 hours (5%) on public service per week in addition to 31 hours (55.7%) of their time on teaching and teaching-related activities.



Faculty workload summary data by campus can be found in the appendix to this report.

UCCSN FACULTY WORKLOAD POLICIES AND INSTRUCTIONAL LOAD EXPECTATIONS

COMMUNITY COLLEGES:

The UCCSN community colleges all have formal workload policies that specify instructional expectation by either the semester or the year. In general, community college faculty are expected to teach 15 credit hours (or the equivalent in institutionally defined contact hours or instructional units) per semester. Individual faculty may have a portion of this instructional expectation reassigned in order to perform institutionally approved administrative service activities (department/division chairs, program supervision), governance activities (senate/major committee chairs), or new course development.

- 75.6% of community college faculty in Fall 1996 carried instructional loads that met or exceeded institutional expectations of 15 credit hours. Only 24.4% of the total full-time community college instructional faculty had instructional loads below the 15 credit hour expectation.

- Of those community college faculty below the 15 credit instructional expectation, 11.7% were reassigned for administrative services, 0.7% for research/artistic activities, 7.3% for large enrollments or contact hour classes, and 4.2% for professional development activities.

- Of those below expectation 3.4% were 1-2 credits below expectation, 8.3% were 3-5 credits below expectation, 6.7% were 6-8 credits below expectation, and 6.0% were 9-11 credits below expectation.

UNIVERSITIES:

UNR and UNLV have formal workload policies but decentralize implementation of the policies to the college or departmental level. In general, there are different expectations for faculty depending on the amount of graduate activity within the faculty member's department and the discipline of the faculty member. Lecturers and 0-rank faculty are expected to teach 8 courses per year, faculty in departments with either no or small graduate programs are expected to teach 6 courses per year, faculty in departments with growing graduate programs are expected to teach 5 courses per year, and faculty in departments with large graduate programs are expected to teach 4 courses per year. On average, across all departments and all faculty, the credit hour expectation is 9 credit hours per semester.

- 60.1% of university faculty in Fall 1996 carried instructional loads that met or exceeded institutional expectations of 9 credit hours. Only 39.9% of the total full-time university instructional faculty had instructional loads below the 9 credit hour expectation.

- Of those university faculty below the 9 credit expectation, 13.6% were reassigned for administrative services, 16.1% for research/artistic activities, 4.8% for large contact hour or enrollment classes, and 4.5% for professional development activities.

- Of those below expectation, 9.4% were 1-2 credits below expectation, 19.4% were 3-5 credits below expectation, 6.0% were 6-8 credits below expectation, and 5.1% were 9-11 credits below expectation.

Instructional workloads below expectations and faculty reassignments are summarized by campus in the appendix to this report.

APPENDIX

SURVEY RESPONSE RATE

All full-time instructional faculty throughout the UCCSN were surveyed during the Fall 1996 semester to determine both their instructional load and their total workload. Faculty were asked to report the average amount of time per week devoted to teaching, research/scholarship, and service (both internal and public service) activities--the primary activities expected of faculty members throughout the system. In addition to the self-reported survey data, campus administrators verify all formal instructional activities before forwarding summary data to the System Administration for analysis. Survey definitions are consistent across campuses and are comparable to definitions used in major national studies of faculty activity.

FALL 1996	UNR	UNLV	CCSN	GBC	TMCC	WNCC	SYSTEM
Budgeted FTE Faculty Instruction	495	711.9	227.4	37.8	106.5	65.7	1,644.3
Vacant/Unfilled Positions	30.6	57.0	0.9	0.1	5.5	0	94.2
FTE on Leave	15.3	21.8	10.0	1.0	5.5	1.0	54.6
Other (1)	0	0	2.0	2.0	0	0	4.0
Total FTE Instruction	449.1	633.1	214.5	34.7	95.5	64.7	1,491.5
Not Surveyed/No Response	8.6	2.0	1.5	0	0	0	12.17
Total FTE Surveyed	440.5	631.1	213.0	34.7	95.5	64.7	1,479.3
% Response Rate	98.1%	99.7%	99.3%	100%	100%	.100%	99.2%

(1) Other Categories
CCSN: 2 Temporarily reassigned
GBC: 1 Ely and 1 Winnemucca Center Coordinators

FACULTY WORKLOAD SUMMARY DATA

	UNR	UNLV	CCSN	GBC	TMCC	WNCC
Teaching:						
Formal Contact Hrs.	8.1	8.8	15.3	17.0	15.4	17.0
Other Contact Hrs.	7.0	5.1	6.4	6.0	5.2	5.1
Prep & Execution	12.9	10.9	15.8	15.0	15.0	17.4
Other Teaching	5.5	4.7	7.3	5.5	5.8	5.5
Total Teaching	33.5	29.5	44.7	43.8	41.4	45.0
Research/Scholarship	14.7	13.9	5.1	5.0	7.0	5.0
Internal Service	7.5	7.9	5.5	7.0	8.1	5.0
Public Service	2.7	2.9	1.8	1.1	1.3	1.7
Total Avg. Hrs./Week	58.5	54.2	57.1	56.7	57.8	56.7

INSTRUCTIONAL WORKLOADS BELOW EXPECTATION

Campuses	Total Instructional Faculty FTE	FTE Below Instructional Expectation	# and % Faculty with Instructional Assignment Below Expectation			
			by 1-2 cr.	by 3-5 cr.	by 6-8 cr.	by 9-11 cr.
UNR	492	214 (43.4%)	65 (13.2%)	105 (21.3%)	29 (5.9%)	15 (3.0%)
UNLV	649.1	241.7 (37.2%)	42 (6.4%)	116.7 (18.0%)	39.5 (6.1%)	43.5 (6.7%)
Universities	1,141.1	**455.7 (39.9%)**	107 (9.4%)	**221.7 (19.4%)**	**68.5 (6.0%)**	**58.5 (5.1%)**
CCSN	227.4	37.9 (16.7%)	1.6 (0.7%)	7.4 (3.5%)	10.5 (4.7%)	18.4 (8.1%)
GBC	37.8	15 (39.7%)	6 (15.9%)	2 (5.3%)	4 (10.6%)	3 (7.9%)
TMCC	95.5	34 (35.6%)	5 (5.2%)	19 (19.9%)	8 (8.4%)	2 (2.1%)
WNCC	64.7	17 (26.3%)	2 (3.1%)	7 (10.8%)	6 (9.3%)	2 (3.1%)
Community Colleges	425.4	**103.9 (24.4%)**	14.6 (3.4%)	**35.4 (8.3%)**	**28.5 (6.7%)**	**25.4 (6.0%)**
UCCSN System	1,566.5	**559.6 (35.7%)**	121.6 (7.8%)	**257.1 (16.4%)**	**97 (6.2%)**	**83.9 (5.4%)**

Expectations: Community Colleges 15 Credit Hours
Universities 9 Credit Hours

FACULTY REASSIGNMENTS TO NON-INSTRUCTIONAL RESPONSIBILITIES

Campuses	# Faculty Reassigned	# and % Total Faculty with Reassignment to: Administrative Services*	Research, Artists	Large Contact Hrs/Enrollment	Professional Development	Other
UNR	214 (43.4%)	43 (8.7%)	102 (20.7%)	35 (7.1%)	31 (6.3%)	3 (0.6%)
UNLV	241.7 (37.2%)	112 (17.3%)	82 (12.6%)	20 (3.1%)	20 (3.1%)	8 (1.2%)
Universities	**455.7 (39.9%)**	**155 (13.6%)**	**184 (16.1%)**	**55 (4.8%)**	**51 (4.5%)**	**11 (1.0%)**
CCSN	37.9 (16.7%)	30.9 (13.6%)	0	0	7.0 (3.1%)	0
GBC	15 (39.7%)	3 (7.9%)	0	8 (21.2%)	4 (10.6%)	0
TMCC	34 (35.6%)	13 (13.6%)	2 (2.1%)	17 (17.8%)		2 (2.1%)
WNCC	17 (26.3%)	3 (4.6%)	1 (1.5%)	6 (9.3%)	7 (10.8%)	0
Comm. Colleges	**103.9 (24.4%)**	**49.9 (11.7%)**	**3 (0.7%)**	**31 (7.3%)**	**18 (4.2%)**	**2 (0.5%)**
UCCSN System	**559.6 (35.7%)**	**204.9 (13.1%)**	**187 (11.9%)**	**86 (5.5%)**	**69 (4.4%)**	**13 (0.8%)**

* Also includes reassignments for instructional support activities.